



NORFOLK
CONSTABULARY
Our Priority is You

Mr Greg Bowers

request-156392-863dae65@whatdotheyknow.com

Norfolk Constabulary

Freedom of Information Department
Jubilee House
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Wymondham
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Tel: 01953 425699 Ext: 2803

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Email: freedomofinformation@norfolk.pnn.police.uk

10th May 2013

Dear Mr Bowers

Freedom of Information Request Reference N^o: FOI 23/13/14

I write in connection with your request for information received by the Norfolk Constabulary on the 8th April 2013 in which you sought access to the following information:

Please provide me with the following information:

The amount/s, case by case, of any ex gratia or other non-statutory or non-contractual payments made, as an element of a non-disclosure conditional severance agreement by Norfolk Constabulary or its insurers to serving or former civilian personnel of Norfolk Constabulary from 1st January 2011 up to and including 31st December 2011.

I do not require dates or any other detail beyond the amounts.

Clarification received

You may be aware of recent news concerning the NHS, where employees agreed to remain silent about certain matters after they left their posts - such agreements being accompanied by a payment to the departing employee of a sum of money.

The press have referred to these arrangements as 'compromise agreements' and if you wish to apply that term to what I have referred to as 'non-disclosure conditional severance agreements' then I have no objection if that assists understanding.

You may find it helpful to read a short item about the impact of a recent tribunal decision on the release of information in regard to these compromise agreements.

Please see:

http://www.morton-fraser.com/publications/articles/3342_compromise_agreements_the_freedom_of_information_act

That article contains a link to guidance issued by the Information Commissioner, which you may also find useful.

Also, a more directly relevant item of guidance from the Information Commissioner is available at:

<http://www.scribd.com/doc/136452165/Freedom-of-Information-Act-Guidance-on-requesting-information-about-public-service-employees>

May I emphasise that I am not requesting personal information, about any individual - I am requesting financial information about the dispersment of public funds to departing employees. I am asking only for the amount of any sums paid within the specified time period. I am not seeking to indentify any individual or the reason/s why any payment was made.

Response to your Request

In order to establish what information may be held by Norfolk Constabulary, relevant to your request, I have contacted the Legal Services Department and the Human Resources Department.

I can now confirm that no information, relevant to your request, is held by Norfolk Constabulary.

This response will be published on the Norfolk Constabulary's web-site www.norfolk.police.uk under the Freedom of Information pages at [Publication Scheme - Disclosure Logs](#).

Should you have any further queries concerning this request, please contact me quoting the reference number shown above.

Yours sincerely,

Nina Bond
Freedom of Information Department

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;
<http://www.opsi.gov.uk/>

The Norfolk Constabulary is not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk Constabulary to review their decision.

Ask the Norfolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by the Norfolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk Constabulary that you are requesting a review within 2 months of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Professional Standards Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances the Norfolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with the Norfolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.informationcommissioner.gov.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700